

NPRST Research Agenda

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Evolution of NPRST Research Agenda



- **Sailor 21 (Dec98)**

Our vision for Navy personnel system and the research to attain it

Basis for our ONR (FNC) research program

- **Influence on Navy Leadership**

Navy Human Resources Board of Directors Adopted

Blended into ForceNet by Strategic Studies Group XX

Manifest as Project SAIL

Embedded in the CNO's "Sea Warrior"

Scientifically Support CNP and CNO Goals



- **Sea Warrior**
- **Accessions/Recruiting**
- **Readiness**
- **Retention**
- **Force Shaping**
- **Career Management**
- **Quality of Service**
- **Sailor-centric Systems**
- **Fleet Response Plan**
- **Reduce Gaps at Sea**
- **NRAMS/NSIPS**
- **Integrate Personnel Requirements into Acquisitions**
- **Diversity**
- **Family Support**
- **Positive Navy Experience**
- **Perform-to-Serve**

Selection & Classification



Program Goals

- Improve Sailor job match
- Reduce unwanted attrition
- Increase personnel reaching retention window
- Increase job satisfaction

Projects

- Recruiter Selection Tool
- Rating Identification Engine (RIDE)
- Job and Occupational Interest in the Navy (JOIN)
- Personality Measures for Military Adaptability
- 1st Watch on the 1st Term of Enlistment

Sailor Career Management System



Program Goals

- Improve Sailor job match - in distribution and assignment
- Reduce unwanted attrition
- Increase transparency of distribution and assignment
- Improve enlisted career planning

Projects

- Web-based Marketplace
- Intelligent Agents for Sailors
- Sailor Career Decision Models
- Auctions for Dynamic Incentivization

Enterprise Management System



Program Goals

- **Improve situational awareness of manpower and personnel**
- **Extended forecast horizon and reduce errors**
- **Integrate models into simulations**
- **Enterprise-wide policy analysis**

Projects

- **Dynamic Supply Chain Management Model of Navy Personnel**
- **Community Management and Strength Planning Models**
- **Officer Career Path Model**
- **Navy Personnel War-gaming / Simulation System**

Organizational Assessment



Program Goals

- **Provide suite of assessment methods to inform Navy leadership**

Projects

- **Broad Surveys**
NPS, Officers, Spouse QOL
- **Program Assessments**
Team Detailing
- **CNP Quick Polls**
Carl Vinson SG, SAVI
- **Continuous Assessments**
Argus
- **Special Studies**
Pay and Compensation